Experienced Nurse Faculty Leadership Academy Application Packet

2016-2017 Cohort
Academy Purpose and Overview

The 2010 Institute of Medicine report *The Future of Nursing: Leading Change, Advancing Health* calls for health organizations, including nursing organizations and nursing schools, “to provide nurses greater opportunities to gain leadership skills and put them into practice.” In an effort to advance excellence in nursing education, the Sigma Theta Tau International (STTI)/Chamberlain College of Nursing Center for Excellence in Nursing Education has developed the Experienced Nurse Faculty Leadership Academy (Academy).

The Academy is a 12-month leadership development experience designed to meet the following program goals:

- Further academic career development and success.
- Promote personal and professional leadership development.
- Develop and begin to implement a leadership progression plan.
- Expand the influence within the sponsoring academic institution, the community, and the profession in the context of teaching, scholarship, or service.
- Advance nursing education through selected leadership projects.
- Promote experienced nurse faculty retention in academe.

The Academy is designed for mid-career nursing faculty, with at least seven years of full time employment in a teaching role, who wish to increase their leadership acumen and develop or increase the skill sets essential for success in a leadership role. Preference will be given to doctorally prepared nurse educators and active STTI members.
The Triad Model

Using a triad model, Leadership Scholars (Scholar), Leadership Mentors (Mentor), and Faculty Advisors (Faculty) collaboratively work to accomplish program goals and facilitate the Scholar’s achievement of his or her personal leadership progression plan.

The relationship between the Mentor and Scholar is based upon trust and respect. The Mentor facilitates the Scholar’s self-assessment process, gap analysis, development of a leadership progression plan, and completion of a leadership project.

The Academy Faculty serve as a resource for both the Scholar and Mentor.

Components of the Academy Experience

Program Cost

The cost for program participation is $3,000.

Recommended sources for additional financial assistance include:

- Employers
- Civic organizations
- Hospital auxiliaries
- University foundations
- Government agencies
- Community and professional foundations
- Professional organizations and STTI chapters

Scholars

- Select a Mentor based upon professional leadership development needs.
- Obtain administrative support for participation in the Academy.
- Attend and actively participate in two (2) intensive two-day leadership development workshops.
- Attend and participate in the STTI Biennial Convention.
  - Workshop I
    - 7-8 October 2016, Indianapolis, Ind., USA.
  - Workshop II
    - 28-29 April 2017, Indianapolis, Ind., USA.
  - STTI Biennial Convention
    - 28-29 October 2017, Indianapolis, Ind., USA.
- Plan, design, and facilitate one (1) site visit at the home institution focusing on the leadership development experience.
– Develop an individualized leadership progression plan in conjunction with chosen Mentor. Faculty will work with the Scholar and Mentor to facilitate the process.
– Communicate regularly with Mentor and Faculty in both dyad and triad forums via conference calling, Skype, or other live and/or online formats.
– Create and implement a leadership project (Scholars who are currently enrolled in graduate study may not use terminal project and/or dissertation research study for the Academy).
– Participate in bi-monthly reflective learning activities facilitated by Faculty.
– Attend Academy activities, including the Leadership Celebration Dinner, and participate in a poster and podium presentation at STTI’s Biennial Convention.
– Participate in Academy evaluation activities.
– Disseminate results via articles, abstract postings in the Virginia Henderson Global Nursing e-Repository, and presentations at professional conferences (Published results are not exclusive to STTI).
– Secure travel to Workshop I and II, and STTI’s Biennial Convention.

**Mentors**

– Obtain administrative support for participation in the Academy.
– Attend and actively participate in two (2) intensive two-day leadership development workshops.
– Attend and participate in the STTI Biennial Convention.
  - Workshop I
    - 7-8 October 2016, Indianapolis, Ind., USA.
  - Workshop II
    - 28-29 April 2017, Indianapolis, Ind., USA.
  - STTI Biennial Convention
    - 28-29 October 2017, Indianapolis, Ind., USA.
– Assist the Scholar with his/her individualized leadership progression plan.
– Communicate regularly with Scholar and Faculty in both dyad and triad forums via conference calling, Skype, or other live and/or online formats.
– Attend Academy activities, including the Leadership Celebration Dinner at STTI’s Biennial Convention.
– Participate in Academy evaluation activities.
– Participate as a Mentor in only one STTI Academy.
– Secure travel and lodging for one (1) site visit at Scholar’s institution.
– Secure travel to Workshop I and II, and STTI’s Biennial Convention.
STTI

- Secure Scholar and Mentor three (3) nights of lodging for Workshop I and II, and two (2) nights for STTI’s Biennial Convention.

- Provide Scholar and Mentor two-day registration for Convention, including the Leadership Celebration Dinner.

- Provide Mentor a stipend to defray travel costs.
Application Documents

A completed Academy application includes:

- Application for the Scholar.
- Application for the Mentor.
- Curriculum vitae for the Scholar (Demonstrating at least seven (7) years of teaching experience).
- Curriculum vitae for the Mentor (Demonstrating at least ten (10) years of teaching experience).
- Letter of support from the Scholar’s dean or administrative supervisor confirming available time and resources to support participation.
- Letter of support from the Mentor’s dean or administrative supervisor confirming available time and resources to support participation. Mentor not affiliated with an academic institution may provide a letter from an alternate source.

Scholars

*Limit response to 250 words for each question*

- What factors motivated you to apply for this Academy?

- List three leadership goals for the Academy experience.

- How did you identify these goals?

- Describe your leadership experience in professional organizations and community service. Please provide examples.

- How will your participation in this Academy add value to your home institution?

- How did you choose your Mentor?

- Describe how working with your chosen Mentor will further your leadership development and assist you in meeting your goals.

- Describe your involvement with STTI.
Mentors

*Limit response to 250 words for each section*

*Please discuss/describe the following*

**Education**
- Evidence of commitment to lifelong learning.
- Continuing education experiences to advance leadership skills.

**Professional Experience**
- Mentorship of faculty and/or other professionals.
- Three or more years of experience in formal leadership roles.
- Active engagement in community and/or professional organizations.

**Alignment**
- Ability to assist the Scholar in achieving his or her individual goals.
- Experience that can support the proposed project’s planning and implementation.
- Access to professional network (s) that can be helpful to the Scholar.
- Willingness to commit time and resources to support the Scholar’s development.
Letters of Support

Letters of support from organizations of the Scholar and Mentor will be reviewed on the following criteria:

- Recommendation and rationale for Scholar or Mentor participation in ENFLA.
- Resource commitment for Scholar or Mentor participation in ENFLA.
- Support (time, resources, etc.) for the attainment of the identified project goals (for Scholar application only).
- Commitment from Scholar’s academic administrator to participate in the site visit (for Scholar application only).
Leadership Project

Limit response to 250 words

1. Please provide:
   a. Summary of leadership project
   b. Clarity of desired outcomes (beyond local level preferred)
   c. Evidence to support significance of the project
   d. How project will foster the applicant’s leadership development
   e. Potential for sustainability
Frequently Asked Questions (FAQs)

How should I select a Mentor?
The Mentor should be someone who can provide guidance and feedback in a manner that allows the Scholar to grow in his or her leadership capacity. Scholars should select an individual not currently employed at their institution. You may find that a senior leader, your STTI chapter, or individuals from professional organizations could refer a Mentor to you.

Should I interview Mentor candidates?
If the Scholar does not have a prior relationship with the Mentor, it may be helpful to interview several possible candidates to determine whether there is a good fit between the Mentor’s expertise and the Scholar’s needs.

What if my Mentor cannot attend the workshops or Convention?
It is essential that the selected Mentor attend both workshops and Convention. If he or she is not available, a different Mentor must be selected.

Should I work with my academic administrator in the development of my Academy application and leadership project summary?
By involving the academic administrator in the development of the Academy application and leadership project summary, he or she will gain an awareness of the time and support that will be required for successful participation in the Academy. This understanding and support should be reflected in the letter of support.

Who should submit the application?
The Scholar will complete and submit the application. The Scholar should work with his or her Mentor on the application submission.

May I send an email or fax the application?
All applications must be submitted via the online application system. [http://stti.leadership.confex.com/stti_leadership/enfla16/cfp.cgi]

Will participants receive continuing nursing education credit for completion of the Academy?
Scholars and Mentors will receive continuing education for their attendance and completion of evaluations for Workshops I and II.